

6 JUL 1971

MEMORANDUM FOR: Deputy Director of Personnel for Plans and Control

SUBJECT : Interim Progress Report of the Job Evaluation and  
Pay Review Task Force

1. As you well know, Public Law 91-216 (HR 13008) was established (March 1970) "to improve classification systems within the executive branch." Under Title III of this law, the CSC was instructed to prepare a plan for a comprehensive, coordinated system of job evaluation and ranking for civilian positions in the executive branch. Under this plan, the CSC would have "general supervision and control over the coordinated job evaluation and ranking system" and "periodic review... of the effectiveness of the method or methods adopted."

2. On 31 March 1971, the Interim Progress Report of the CSC Task Force was published. This report makes it quite clear that agencies such as CIA, previously exempted from the Classification Act of 1949, will not be exempted in the legislation to be written to implement the Task Force recommendations. I have also been advised that Mr. Philip Oliver, head of the Task Force, is adamant on this point and that if we are to receive an exemption in the new legislation, it will require negotiation at a higher level in the CSC or in the House Post Office and Civil Service Committee.

3. Before I recommend any course of action, I would like your evaluation of the new system and its applicability to the Agency. I am not at all sure that the system itself could not be used effectively, but that we might have trouble living with supervision, control and review by the CSC. I would, therefore, like you to address yourself also to this aspect of the new system. In this connection, I call your attention to the last paragraph on page 19 of the Committee Print of the Interim Progress Report which reads as follows:

In the following portions of this report, suggested authority by the Civil Service Commission for post-audit and for approval of benchmark positions would be worked out with agencies currently having exemptions for reasons of national security.

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4. It appears to me that this is a "foot in the door" for the Agency to obtain a degree of exemption for post-audit by the CSC and to the requirement that sensitive Agency benchmark positions be approved by the CSC.

**SIGNED**

Harry B. Fisher  
Director of Personnel

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